Govt agrees on asset declaration reforms to combat corruption

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as criminal prosecution is legally possible "but occurs only occasionally", it said.

The Federal Board of Revenue (FBR) could not provide data on the number of criminal prosecutions in recent years. While criminal prosecution can serve as a crucial deterrent in fighting corruption by imposing significant consequences on corrupt actions, "its effectiveness for the FBR is limited due to its limited application in practice and the de facto exclusion of high-ranked staff".

In provinces, anti-corruption agencies require permission from the highest provincial authorities before investigations begin. "In the context of patronage politics in Pakistan, this creates risks that corruption investigations will not prosper against allies or supporters of the provincial governors. Investigative capacities and training are further hindered by their lack of access to databases, including on the national identification system, tax information, asset declarations and bank accounts," the report said.

The report noted that the primary issue with asset declaration of government officials was that they were not subject to robust risk-based verification, "which also blunts its preventive impact".

Moreover, the asset declaration system in Pakistan remained fragmented. The asset declaration requirements for "government servants" or "holders of public office", active members of the armed forces and the judiciary are distinct.

Serving members of the armed forces are also subject to separate asset declaration rules, which do not include requirements for declarations to be made public. All public office-holders and government servants (federal as well as provincial), as taxpayers, are required to declare income returns and wealth statements annually to the FBR under the Income Tax Ordinance, but these are for tax compliance and not for anti-corruption purposes.

As for the judiciary, every judge is required to submit their asset declarations to the chief justice of the Supreme Court, but these are not made public.

Notably, asset declarations of the NAB chair and other senior officials cannot be disclosed due to privacy concerns. "It is critical, however, that there is a robust, independent and credible system for collecting and verifying asset declarations," the report said.

To supplement verification efforts, procedures for lifestyle monitoring (investigating a public official's standard of living and comparing it with their declared income and assets) would be another valuable tool to detect illicit enrichment and deter corruption.

The report said the current system for appointing the NAB chief was a political compromise. The "agreement between the administration and opposition on the candidate for the NAB chairman lends itself to political compromises rather than a merit-based, open and competitive selection process", it said.

It advised that following global best anti-corruption practices, the selection process for the NAB chief should be strengthened by designating a multi-sectoral stakeholder commission with representatives from administration, opposition, judiciary, civil service, academia and civil society to conduct an open, rules-based, rigorous and transparent competition.

It also questioned the broader qualification criteria for prosecutors and the NAB chairman, which allowed only retired officials like former chief justice or a judge of the Supreme Court, chief justice of a high court, officer of the armed forces, or Grade 22 or equivalent federal government officer, which already limited the pool of candidates.

Finally, an autonomous and multi-stakeholder oversight body should be formed to audit the internal control processes for significantly improving transparency and legitimacy in NAB and minimise risks of politicisation, the IMF advised.

CAREER OPPORTUNITIES

Company Overview: Our Client, a Karachi based company seeks to appoint experienced professionals for the following roles:

MIDDLE MANAGEMENT POSITION - INTEGRATIONS & OT PROJECTS

Key Responsibilities

- Define and lead automation project planning including scope, timelines, resources and risk mitigation strategies
- Design end-to-end architecture for SCADA/DCS systems including field devices, PLCs/RTUs, HMI platforms, and enterprise integration
- Drive IT/OT integration to enable seamless data flow between operational systems (SCADA/PLCs) and enterprise platforms (ERP, BI)
- Ensure SCADA and automation systems comply with enterprise IT standards and cybersecurity frameworks (e.g., IEC 62443, NERC CIP)
- Review technical design documentation, integration mapping, and testing plans for integration
- Assess and recommend automation hardware, platforms, and communication protocols to ensure optimal system performance and seamless interoperability
- Lead the implementation and integration of middleware and data connectivity tools including OPC servers, MQTT brokers, RESTful APIs, and industrial data historians such as PI System
- Collaborate across departments IT, operations, BPR, and logistics to align automation goals with business outcomes
- Manage vendor coordination, technical assessments, procurement, and rollout of SCADA/DCS and OT integration projects
- Ensure all OT systems are unified under a scalable architecture to improve visibility, reduce complexity, and streamline support

Education

- Minimum 16 years of education, preferably Master's from a renowned and HEC recognized university or institution/equivalent foreign degree holder institution, preferably with majors in Electrical, Electronics or a related Engineering field.

Experience

- Minimum 6-8 years of professional experience, preferably in a large national/multinational organization with at least 2-6 years of related functional experience in a similar role.
- Prior experience in the Oil & Gas, Utilities, or Processing/Manufacturing sectors is preferred.

Requirements

- Proven experience in managing OT/SCADA automation projects in industrial sectors such as oil & gas, utilities, or manufacturing will be a plus point
- Hands-on expertise in SCADA/DCS systems, including integration of multi-vendor platforms (e.g., Siemens, ABB, SEL) with field instrumentation and HMI solutions (e.g., WinCC, Ignition SCADA)
- Strong understanding of industrial communication protocols (Modbus, IEC 101/104, DNP3) and field device integration (PLCs, RTUs, flow meters, MOVs, smart transducers)
- Skilled in deploying and maintaining reliable connectivity and data flow across heterogeneous systems using OPC DA/UA, MQTT, REST APIs
- Familiarity with Industry 4.0 technologies including IoT gateways, edge/cloud architecture, virtualization (VMs, Docker)
- Competent in designing robust SCADA architectures with focus on interoperability, high availability, and cybersecurity compliance (IEC 62443, NIST)
- PMP or equivalent certifications preferred
- Working knowledge of relational databases (SQL Server, Oracle, MySQL) and experience in data visualization/reporting platforms

Age

- The candidate should preferably be not more than 40 years of age as of the last date of submission of application.

JUNIOR MANAGEMENT POSITIONS - INTEGRATIONS & OT PROJECTS

Key Responsibilities

- Assist the Manager in planning and executing OT integration and automation projects across terminals and retail locations
- Support configuration, testing, and deployment of SCADA/DCS systems, including PLCs, RTUs, HMIs, and industrial communication protocols
- Coordinate with vendors, contractors, and internal departments for timely delivery of project milestones
- Prepare and maintain project documentation including system architecture, integration diagrams, testing protocols, and compliance checklists
- Monitor performance of integrated OT systems and assist in identifying areas for improvement or optimization
- Assist in ensuring that cybersecurity standards and enterprise IT guidelines are followed in OT environments
- Provide on-ground support during FAT/SAT, commissioning, and troubleshooting activities
- Track project progress, maintain documentation, and generate periodic status reports for review by the Manager

Education

- Minimum 16 years of education, preferably Master's from a renowned and HEC recognized university or institution/equivalent foreign degree holder institution, preferably with majors in Electrical, Electronics or a related Engineering field.

Experience

- Minimum 3-4 years of professional experience, preferably in a large national/multinational organization with at least 1-2 years of related functional experience in a similar role.
- Prior experience in the Oil & Gas, Utilities, or Processing/Manufacturing sectors is preferred.

Requirements

- Good understanding of SCADA/DCS platforms (e.g., Siemens, ABB, Rockwell) and field device integration
- Familiarity with industrial communication protocols (Modbus, IEC 101/104, DNP3)
- Experience working with OPC DA/UA, MQTT, RESTful APIs, or similar middleware technologies
- Basic knowledge of cybersecurity compliance for OT environments (IEC 62443, NIST)
- Strong analytical, coordination, and documentation skills
- Exposure to relational databases and data visualization platforms is a plus

Age

- The candidate should preferably be not more than 40 years of age as of the last date of submission of application.

SENIOR MANAGEMENT POSITION - VIGILANCE & SECURITY SERVICES

Job Role:

To lead, direct, and monitor all security and vigilance operations nationwide, ensuring protection of company assets, personnel, and infrastructure through proactive risk management and modern security technologies. The role ensures uninterrupted business continuity by maintaining a safe, compliant, and secure working environment across all company locations in coordination with LEAs and intelligence agencies.

Key Responsibilities

- Develop, implement, and monitor a comprehensive Security & Vigilance Plan ensuring safety of company assets, personnel, and operations across all sites (depots, retail outlets, terminals, head office)
- Formulate and execute risk mitigation and crisis management strategies to ensure uninterrupted business operations and protection from security threats
- Plan and oversee deployment of security technology solutions (CCTV, biometric access, fire and intrusion detection systems, vehicle tracking, drones, etc.) for enhanced surveillance and control
- Conduct inquiries, investigations, and vigilance audits to detect fraud, pilferage, or operational lapses, and recommend corrective and preventive actions
- Establish and maintain liaison with LEAs, intelligence agencies, government departments, and other relevant stakeholders for information sharing and swift action in case of incidents
- Ensure compliance with company SOPs, HSE regulations, legal requirements, and national security directives related to OMC operations
- Train and develop security personnel and ensure professional standards, discipline, and readiness across all security tiers
- Supervise contractors and third-party security agencies, ensuring their adherence to service standards and company policies
- Manage departmental budgets effectively by optimizing resources and introducing technology-driven efficiencies to reduce costs
- Report, analyze, and present security performance metrics to management, providing actionable insights for improvement
- Promote a security-aware culture within the organization through regular drills, briefings, and employee engagement programs
- Undertake any special tasks or assignments related to corporate investigations, compliance, or risk management as assigned by management

Education

- Minimum 16 years of education, preferably Master's from a renowned and HEC recognized university or institution
- Officers qualified in intelligence staff course will be given preference
- Additional Certifications: Criminology, Security Management, Risk Assessment, Cyber/Information Security, or Investigation Techniques will be an advantage

Experience

- Minimum 25 years of professional military experience, preferably 10-15 years in an intelligence set-up at national/ provincial level. Experienced in maintaining effective liaison with central and state government bodies, public sector undertakings, and defense establishments to support organizational objectives and statutory compliance.
- Demonstrated experience in conducting inquiries, special investigations, surveillance, and vigilance audits.

Requirements

- An officer from the Armed Forces (Colonel or equivalent rank), preferably with experience in intelligence, counterintelligence, or investigative assignments.

Age

- The candidate should preferably be not more than 40 years of age as of the last date of submission of application.

MIDDLE MANAGEMENT POSITION - LUBRICANTS TECHNICAL SERVICES

Key Responsibilities

- Coordinate with the Lubricants Supply Chain team and the suppliers to ensure timely procurement of quality base oils, additives, and finished lubricants, aligning supply with production needs
- Maintain up-to-date product performance requirements and conduct technical evaluations to ensure compliance with specifications and industry standards
- Conduct benchmarking studies of existing products to identify portfolio gaps and explore opportunities for new product development
- Lead formulation improvements and guide R&D/laboratory teams in developing or enhancing lubricant products
- Prepare and disseminate technical bulletins and knowledge materials to promote awareness of newly developed or modified lubricant products among internal and external stakeholders
- Provide technical support to sales teams and customers through query resolution, field trials, presentations, tender support, and training to enhance product understanding and application
- Review, update, and maintain technical content on the company website related to lubricants, ensuring accuracy and alignment with current product offerings
- Support the lubricant manufacturing team in enhancing quality assurance processes and implementing improved controls for consistent product quality
- Ensure continuity and renewal of licenses, certifications, and OEM approvals for existing products, while actively pursuing new OEM endorsements
- Investigate and resolve technical complaints related to lubricant applications promptly, providing root-cause analysis and corrective action plans

Education

- Minimum 16 years of Engineering education, preferably in Chemical or Mechanical discipline from a renowned and HEC recognized university/equivalent foreign degree holder institution.

Experience

- Minimum of 6-8 years of professional experience, preferably in a large-scale lubricant manufacturing organization, including 2-6 years in lubricants technical services or a similar role. Knowledge of the operation and maintenance of engines, compressors, turbines, gears, and related equipment is required.

Requirements

- Ability to operate MS office and SAP/other ERP software
- Strong follow-up and coordination required
- Good communication and technical skills
- Capability of handling multiple tasks at a time
- Experience in the lubricant industry is a mandatory requirement
- Inviting Applications for the following location: Karachi

Age

- The candidate should preferably be not more than 40 years of age as of the last date of submission of application.

If you have the required experience and educational qualification to take up the challenging role, you are requested to apply by **December 05, 2025** at **http://jobs.hrs-int.com/**

Only shortlisted candidates will be contacted.

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